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SURVEY OF MANPOWER AND EMPLOYMENT STATISTICS
(Including Numbers in Armed Forces)

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NOTE: As this memorandum contains secret data as to Defence Forces and total manpower position, its circulation is limited to a small list of officers who have occasion to use it. Numbers in Defence Forces must not be published in any way and the document must be carefully safeguarded.

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1. TOTAL PERSONS OCCUPIED (FORCES AND CIVILIANS)

Total males and females occupied in the Forces and in civil work at June, 1943, (based on the Civil Registration (C.R.7) are shown below in comparison with figures for July 1939 (based on National Register) and with figures for July 1941 and June 1942 based largely on Pay-Roll Tax data (first obtained in July 1941) combined with statistics of enlistments. Figures shown in parenthesis have been interpolated on available evidence. The table is in the same form as in the February Survey, but complete estimates for December 1943 and later will be given after the March 1944 collection of Rural Statistics enables estimates to be made of the change in rural employment since June, 1943.

TABLE 1. AUSTRALIA : OCCUPIED PERSONS (INCLUDING FORCES) (D)

End of Month-	1.	2.	3.	4.	5.	6.	7.
	Forces (Gross en- listments less dis- charges(a))	Employers, Self Em- ployed & Rural helpers(b)	Employees at work	Unemployed (all causes)	Total Bread- winners	Bread- winners normally available for work	Persons not normally seeking oc- cupation who have become breadwinners
MALES (THOUSANDS)							
July, 1939	12.9	599.0	1495.1	264.0	2371.0	2371.0	-
July, 1941	334.0	(492.0)	1551.4	(80.0)	(2457.4)	2407.4	(50.0)
June, 1942	624.3	(c)	1455.0	26.5	(c)	2426.6	(c)
June, 1943	696.5	407.0	1399.1	19.5	2522.1	2445.8	76.3
December, 1943	691.2	(c)	(c)	(19.5)	(c)	2455.4	(c)
March 1944	682.8	422.0	FEMALES (THOUSANDS) 195	2523.4	2460.2	63.2	
July, 1939	-	78.0	565.6	34.0	677.6	677.6	-
July, 1941	-	(70.8)	654.5	(20.0)	(745.3)	691.0	(54.3)
June, 1942	16.5	(63.9)	685.8	7.0	(773.2)	699.4	(73.8)
June, 1943	44.7	46.1	710.2	6.3	807.3	708.0	99.3
December, 1943	49.0	(46.1)	(720.6)	(6.3)	(822.0)	712.0	(110.2)
March 1944	49.1	46.1	TOTAL (THOUSANDS) 633	826.5	714.0	106.5	
July, 1939	12.9	677.0	2060.7	298.0	3048.6	3048.6	-
July, 1941	334.0	(562.8)	2205.9	(100.0)	(3202.7)	3098.4	(104.3)
June, 1942	640.8	(c)	2140.8	33.5	(c)	3126.0	(c)
June, 1943	741.2	453.1	2109.3	25.8	3329.4	3153.8	175.6
December, 1943	740.2	(c)	(c)	(25.8)	(c)	3167.4	(c)

(a) See Note (b) to Table 2. (b) The few "helpers" in non-rural industries have been treated as "employees". Male helpers in rural industry are included with employers and self-employed, while female unpaid helpers in rural industry are not included as occupied persons. They are considered to be largely engaged in home domestic duties. (c) Not available. (d) Revised since last issue.

Combining columns 1, 2 and 3, it is seen that the total number of persons occupied in all capacities in the forces and in civilian work increased from 2,750,600 in July 1939 to 3,303,600 in June 1943, that is by 553,000.

Total Persons Occupied in Work or Forces : Australia.

	<u>July 1939</u>	<u>June 1943</u>	<u>Increase</u>
	'000	'000	'000
Males ..	2,107.0	2,502.6	395.6
Females ..	643.6	801.0	157.4
<u>Total:</u>	<u>2,750.6</u>	<u>3,303.6</u>	<u>553.0</u>

The sources of this increase in number of persons occupied were as follows:-

Sources of Increase in Persons Occupied in Work or Forces : Australia

July 1939 to June 1943.

	<u>Males</u>	<u>Females</u>	<u>Total</u>
	'000	'000	'000
Column 4. Decrease in Number unemployed ..	244.5	27.7	272.2
Column 6. Normal increase in number of breadwinners available for work ..	74.8	30.4	105.2
Column 7. Abnormal or war-time increase in number of persons occupied in work or forces ..	76.3	99.3	175.6
<u>Total Increase:</u>	<u>395.6</u>	<u>157.4</u>	<u>553.0</u>

The figures shown in column 7, the abnormal or war-time increase in number of persons occupied in work or forces, are persons who had returned to work after retirement, persons who would normally have retired but delayed their retirement, and persons who would not, but for war conditions, have entered into employment or forces.

A further significant war-time change occurred in regard to grade of employment. Figures in column 2 indicate that the number of males who were employers or self-employed in their own business decreased from 599,000 in July 1939 to 407,000 in June 1943, that is by 192,000. The number of females in these categories decreased from 78,000 in July 1939 to 46,100 in June, 1943, or by 31,900. The decrease in the male employer and self-employer group is relatively far greater than that in number of males employed as wage earners (column 3) and is accounted for by transfer of employers and self-employers to forces and to war-time wage earning employment.

Sufficient data are not available to present the foregoing complete analysis at monthly intervals, but it is hoped to present estimates as at March, 1944, in the next survey. The remainder of this survey deals with monthly figures for enlistments and wage and salary earners in employment (excluding rural and household domestic).

2. FORCES AND EMPLOYMENT (EXCLUDING RURAL AND HOUSEHOLD DOMESTIC)

The main features of the March 1944 figures may be summarized as follows:-

Males: Compared with the previous month, there was a net reduction in males enlisted in the Forces in March of 300, while males employed in non-rural industry showed an increase of 700. During the year ended March, 1944, males in the Forces or employed in non-rural industry decreased by 9,900, the Forces showing a net increase of 500 and non-rural employment a net decrease of 10,400. Preliminary data show that numbers of men engaged in rural industry increased over the period but the exact extent of the increase will not be known until mid July 1944.

Females: The net number of females in the Forces decreased by 100 in March 1944, compared with an average monthly increase of 700 during the twelve months ended March, and the increase in civil employment (other than rural and household domestic) was 2,000 in the month compared with an average increase of 1,000 during the twelve months ended March, 1944. Change of numbers of females employed in rural industry over this period will be known about mid July.

The following table shows, as at the end of July 1939, July 1941, November 1941, November 1942, and recent months, the estimated number of persons employed as wage and salary earners in industry (excluding rural and household domestic) and net enlistments in the Defence Forces. "Net Enlistments" represents the net number of persons taken into Defence Forces and not subsequently discharged into civil life and includes the permanent Defence Forces as well as members of forces who have died, or who are prisoners of war or missing.

TABLE 2. AUSTRALIA - Wage Earners Employed in Industry
and Total Net Enlistments in Defence Forces.
(Thousands)

End of Month -	Wage Earners Employed in Industry (excluding rural and household domestic)(a)			Total net Enlist- ments in all Defence Forces(b)			Total (excluding wage earners in rural industry and household domestic service)			
	M.	F.	T.	M.	F.	T.	M.	F.	T.	
1939 - July	..	1,293.1	437.1	1,730.2	12.9	-	12.9	1,306.0	437.1	1,743.1
1941 - July	..	1,363.4	548.5	1,911.9	334.0	0.2	334.2	1,697.4	548.7	2,246.1
November	..	1,381.3	571.0	1,952.3	391.4	3.6	395.0	1,772.7	574.6	2,347.3
1942 - November	..	1,288.2	612.0	1,900.2	664.3	30.2	694.5	1,952.5	642.2	2,594.7
1943 - March	..	1,285.3	628.0	1,913.3	682.3	40.3	722.6	1,967.6	668.3	2,635.9
June	..	1,273.9	631.3	1,905.2	693.5	44.7	738.2	1,967.4	676.0	2,643.4
July	..	1,270.2	633.4	1,903.6	696.1	46.0	742.1	1,966.3	679.4	2,645.7
August	..	1,269.7	635.7	1,905.4	696.5	47.1	743.6	1,966.2	682.8	2,649.0
September	..	1,267.8	636.8	1,904.6	697.1	47.9	745.0	1,964.9	684.7	2,649.6
October	..	1,270.7	639.9	1,910.6	696.3	48.1	744.4	1,967.0	688.0	2,655.0
November	..	1,271.0	641.3	1,912.3	693.0	48.7	741.7	1,964.0	690.0	2,654.0
December	..	1,272.1	641.5	1,913.6	691.2	49.0	740.2	1,963.3	690.5	2,653.8
1944 - January	..	1,272.8	636.4	1,909.2	686.6	49.1	735.7	1,959.4	685.5	2,644.9
February	..	1,274.2	638.0	1,912.2	683.1	49.2	732.3	1,957.3	687.2	2,644.5
March	..	1,274.9	640.0	1,914.9	682.8	49.1	731.9	1,957.7	689.1	2,646.8

(a) Includes employees of Allied Works Council and Allied Governments, in addition to all other workers engaged in production of war materials and services. A.W.C. employees first appeared in May, 1942, and numbered approximately 36,300 in March, 1944. (b) Includes permanent defence forces. See Section 4 of this Survey for latest available details of net enlistments in the various arms of the Services since the outbreak of war. The figures represent "Gross Enlistments" less discharges and include dead, missing, prisoners of war and wounded. Figures as to enlistments, discharges, etc., in respect of Army are in process of revision and the figures herein will be amended when check is complete.

3. EMPLOYMENT (EXCLUDING RURAL AND HOUSEHOLD DOMESTIC)

The numbers of persons employed in July, 1941 and subsequent months (as shown in the first three columns of the previous table) are dissected in the following table into four large groups of employment.

TABLE 3. AUSTRALIA - Wage Earners Employed in Industry -
(excluding Rural and Household Domestic)
(For totals for each month see above)
(Thousands)

End of Month -	Governmental Munitions, Air- craft, Ship- building(a)	Other Factories and Workshops			Government Employment (except Factory)(b)			All Other (b)					
		M.	F.	T.	M.	F.	T.	M.	F.	T.			
1941 - July	..	51.4	8.7	60.1	505.9	202.8	708.7	306.0	62.6	368.6	500.1	274.4	774.5
November	..	59.7	11.2	70.9	516.4	210.7	727.1	306.5	66.4	372.9	498.7	282.7	781.4
1942 - November	..	87.0	30.8	117.3	491.4	208.0	699.4	323.1	87.4	410.5	386.7	285.8	672.5
1943 - March	..	92.2	37.8	130.0	490.8	211.9	702.7	318.8	93.2	412.0	383.5	285.1	668.6
May	..	91.9	39.8	131.7	490.2	209.4	699.6	314.0	95.7	409.7	379.6	285.8	665.4
June	..	90.9	39.4	130.3	489.9	209.9	699.8	314.6	99.0	413.6	378.5	283.0	661.5
July	..	89.9	39.0	128.9	489.5	209.9	699.4	316.2	103.8	420.0	374.6	280.7	655.3
August	..	88.4	38.2	126.6	490.5	210.6	701.1	316.6	105.7	422.3	374.2	281.2	655.4
September	..	88.0	37.2	125.2	489.9	211.1	701.0	317.5	106.3	423.8	372.4	282.2	654.6
October	..	86.5	37.1	123.6	491.9	211.1	703.0	317.4	107.0	424.4	374.9	284.7	659.6
November	..	84.2	35.7	119.9	492.4	211.7	704.1	317.5	108.0	425.5	376.9	285.9	662.8
December	..	82.4	33.7	116.1	490.8	211.6	702.4	319.4	109.3	428.7	379.5	288.5	668.0
1944 - January	..	81.8	32.5	114.3	493.8	210.3	704.1	320.6	110.2	430.8	376.6	283.4	660.0
February	..	80.8	32.0	112.8	495.4	210.4	705.3	319.6	111.1	430.7	378.4	284.5	662.9
March	..	78.5	30.9	109.4	497.3	211.5	708.8	321.4	113.3	434.7	377.7	284.3	662.0
INCREASE SINCE NOVEMBER, 1941.													
Number	..	18.8	19.7	38.5	19.1	0.8	-15.3	14.9	46.9	61.8	121.0	1.6	-119.4
Per cent	..	31.5	175.9	54.3	-3.7	0.4	-2.5	4.9	70.6	16.6	-24.3	0.6	-15.3

(a) Includes Government establishments annexes and certain private firms engaged exclusively on munitions, aircraft and shipbuilding, but excludes private factories engaged partly on war contracts and partly on other work. (b) Employees on Allied Works Council projects are included as Government Employment or "All Other" according to whether they were working for Governmental authorities or private contractors. Australian civilians employed by Allied Governments and local and semi-government bodies are also included with "Government Employment".

The figures at the foot of the foregoing table show absolute numbers (in thousands), and percentage of increase in employment since the end of November 1941, indicating the trend of employment in various groups since war commenced in the Pacific.

Summing up the trend of non-rural employment (other than private domestic) it may be said that from November 1941 to May 1943, munition etc., works required 32,200 extra men and 28,600 extra women, but have subsequently released 13,400 men and 8,900 women. Between November 1941 and March 1944, other Government activities absorbed 14,900 extra men and 46,900 women, while other factories and workshops released 19,100 men, and all other industries released 121,000 men. Female employment in "Other Factories" and "All Other Industries" expanded by 2,400 from November 1941 to March 1944. Further details of the changes in employment in various industries may be obtained from the Monthly Bulletin of Employment Statistics March, 1944. (Table p.2)

The following table gives an analysis of trends in the components of Government employment:-

TABLE 4. AUSTRALIA - Analysis of Government Employment
(Thousands)

Month	Factories				Other Commonwealth		Other State and Semi-Government		Local Government		U.S.A. Authorities		Total		
	Commonwealth		State etc.		(a)		(b)								
	M.	F.	M.	F.	M.	F.	M.	F.	M.	F.	M.	F.	M.	F.	
1939 - July	..	11.4	2.2	36.0	0.8	44.7	9.5	199.1	39.8	58.6	2.9	-	-	349.8	55.2
1941 - July	..	26.3	7.3	43.0	1.0	60.1	17.5	199.6	42.2	46.3	2.8	-	-	375.3	70.8
1942 - July	..	43.0	19.6	48.6	1.9	90.2	27.0	185.4	45.6	41.7	3.9	8.9	4.4	417.8	102.4
1943 - July	..	44.1	26.1	49.4	3.5	91.5	44.1	178.8	49.6	36.1	4.2	9.8	5.9	409.7	133.4
1944 - January	..	36.0	20.2	49.5	3.3	91.1	47.7	178.4	49.5	36.0	4.4	15.1	8.7	406.1	133.8
February		36.0	19.6	49.7	3.4	88.7	47.1	179.0	50.9	36.6	4.3	15.3	8.8	405.3	134.1
March	..	34.7	18.8	49.3	3.3	89.0	47.8	179.5	51.2	36.9	4.4	15.9	8.9	405.3	134.4
Increase since July, 1939		23.3	16.6	13.3	2.5	44.3	38.3	-19.6	11.4	-21.7	1.5	15.9	8.9	55.5	79.2

(a) Includes and (b) excludes State employees on loan to Commonwealth. (c) Australian civilians only.

Production of munitions and aircraft accounts for almost the whole war-time expansion of employment in Government factories.

The increases in the numbers of male and female employees shown as "Other Commonwealth" have been analysed as follows:-

<u>"Other Commonwealth" Employment</u>		Males	Females	Total
(Excluding war and other Commonwealth factories)		'000	'000	'000
Total employed July, 1939	..	44.7	9.5	54.2
" " March, 1944	..	89.0	47.8	136.8
Net Increase 1939-44	..	44.3	38.3	83.6
Less: Employed on Allied Works jobs at 31st March, 1944 and included above		16.3	-	16.3
		28.0	38.3	66.3
Less: War Departments (1) (Administration)		25.6	24.1	49.7
Balance = increase in Ordinary Departments		2.4	14.2	16.6

* Including Rationing and Prices Commissions, War Organization of Industry etc.

It should be noted that almost every section of the "ordinary" departments of the Commonwealth Government is doing work associated with the war effort. A notable point is the extent to which females have been recruited for this work and also for work in the war departments e.g., the P.M.G.'s Department has absorbed 7,000 females since 1939, while Navy, Army and Air Force have over 10,000 females.

Certain activities of State Governments have been greatly reduced e.g., public works construction. Administrative staffs have been reduced by call-up of men for military service and by loan to Commonwealth agencies and these losses have been made up in part by temporary employment of women and also in part by recall of retired employees. One phase of State Government activities which has shown great expansion is transport service e.g., railways (excluding workshops and omitting staff on military leave) have shown an increase since June, 1939, of about 5,000 males and 3,000 females. Since July, 1941 education staffs have had a net loss of nearly 1,000 males and net gain of about 6,000 females.

Local Government services have been reduced. Some administrative personnel have been replaced by women.

5.
The employees of U.S.A. authorities shown above are Australian civilians and include employees on small ships, of the Army, Navy and Red Cross etc., services.

4. DEFENCE FORCES

The numbers of persons enlisted in the Defence Forces since the commencement of war are summarized from official records in the following statement. The gross enlistments are shown in the first column while the second column represents the net number taken into Defence Forces and not discharged. It includes deaths, missing, prisoners of war and wounded. This total, with the addition of Permanent Forces, is the significant figure to which the Defence Forces have drawn men and women from civil life, for manpower purposes and has been used in the preceding tables. It shows the net extent.

TABLE 5. DEFENCE FORCES : AUSTRALIA
Enlisted from commencement of War to 1 March, 1944.
(Full-time continuous duty)

Services	Gross Enlistments	Net Enlistments
MALES		
Military - A.I.F. (a) ..	(b) 435,704	(b) 367,354
Militia (including Garrison) (a) ..	(b) 233,177	(b) 114,241
V.D.C. ..	(b) 4,695	(b) 2,831
Air - R.A.A.F. ..	180,984	157,830
Naval - R.A.N and R.A.N.A.S. ..	32,228	28,850
TOTAL MALES:	886,788	671,106
FEMALES		
Military - Nurses, A.I.F. I(a) ..	2,878	2,586
Nurses, Militia (a) ..	1,310	498
A.A.M.W.S. - A.I.F. (a) ..	3,191	2,887
A.A.M.W.S. - Militia (a) ..	3,431	2,812
A.W.A.S. ..	22,327	19,789
Air - W.A.A.A.F. ..	23,075	18,197
R.A.A.F. Nursing Service ..	458	458
Naval - W.R.A.N.S. and R.A.N.N.S. ..	1,899	1,899
TOTAL FEMALES:	58,569	49,126

(a) These figures allow for transfer from Militia to A.I.F. units.

(b) Approximate, subject to revision. See footnote (b) to Table 2.

The largest increase during March, in the net figures for males occurred in the R.A.A.F. 5,500. The A.I.F. total decreased by 1,600 after taking into account transfers from the Militia. The net total of the A.I.F. and Militia together declined by 5,700 compared with February. Amongst females the only important changes were an increase of 80 in the net number of W.A.A.A.F. and a decrease of 170 in the A.W.A.S.

5. DISCHARGES FROM THE FORCES

At the request of the Director General of Manpower, individual particulars of men and women discharged from the Forces into civil life as from the 8th November, 1943, have been analysed in specific detail from particulars obtained in respect of each individual from Forms Demob. 1(a) at time of discharge. From 8th November, 1943, to 30th March, 1944, the following numbers had been discharged.

TABLE 6. Persons Discharged into Civil Life from various Services
8th November, 1943 - 31st March, 1944.

Service	Men	Women
Navy ..	356	43
Army ..	31,169	1,237
Air Forces ..	1,545	965
A.A.M.W.S. ..	-	379
All Nursing Services ..	-	108
TOTAL:	33,070	2,732

Reasons for discharge of personnel from the Services during the period 8th November 1943 to 30th April 1944 were as follows:-

TABLE 7. Reasons for Discharges from Services
8th November, 1943 - 31st March, 1944.

Reason	Navy	Army	Air Force	Total Men	All Women's Services
Manpower Releases ..					
Occ. M.P.R. (a) ..	25	11,796	691	12,512	76
Occ. not M.P.R. ..	12	3,092	89	3,193	61
<u>Total Manpower Releases:</u>	<u>37</u>	<u>14,888</u>	<u>780</u>	<u>15,705</u>	<u>137</u>
Routine -					
Compassionate ..	10	1,303	33	1,346	1,892
Medical ..	242	11,081	581	11,904	467
Other ..	67	3,897	151	4,115	236
<u>Total Routine:</u>	<u>319</u>	<u>16,281</u>	<u>765</u>	<u>17,365</u>	<u>2,595</u>
<u>T O T A L:</u>	<u>356</u>	<u>31,169</u>	<u>1,545</u>	<u>33,070</u>	<u>2,732</u>

(a) Discharged in pursuance of a Cabinet decision to release certain men from all Services for rural industry, and a later decision to release 20,000 men from the Army by June 1944, for rural and other essential industries.

The manner in which discharged personnel were reabsorbed into civil employment is shown in the next table.

TABLE 8. Means of Re-employment of Discharged Personnel
8th November, 1943 - 31st March, 1944.

Means of re-employment	M e n				W o m e n	
	Manpower Releases		Routine Discharges			
	No.	%	No.	%	No.	%
Reinstated with former employers ..	7,819	49.8	5,334	30.7	78	2.9
Resumed apprenticeship ..	10	0.1	38	0.2	1	-
Returned to own farm ..	1,686	10.7	691	4.0	1	-
Returned to own business ..	295	1.9	1,117	6.4	6	0.2
<u>Total reinstated:</u>	<u>9,810</u>	<u>62.5</u>	<u>7,180</u>	<u>41.3</u>	<u>86</u>	<u>3.1</u>
Commenced farm on own account ..	210	1.3	213	1.2	2	0.1
Commenced business on own account ..	26	0.2	202	1.2	-	-
Release for specific employment ..	5,433	34.5	2,722	15.6	74	2.7
Other placed ..	161	1.0	1,484	8.6	126	4.7
<u>Total placements:</u>	<u>15,631</u>	<u>99.5</u>	<u>11,801</u>	<u>67.9</u>	<u>288</u>	<u>10.6</u>
Not requiring work (a) ..	74	0.5	727	4.2	2,150	78.6
Not known (b) ..	-	-	4,837	27.9	294	10.8
<u>T O T A L:</u>	<u>15,705</u>	<u>100.0</u>	<u>17,365</u>	<u>100.0</u>	<u>2,732</u>	<u>100.0</u>

(a) Includes retirements through age, permanently disabled, temporarily disabled, commencing full time training, civil detention.

(b) Includes all men requiring work not definitely placed within two weeks after the end of the month in which they were discharged.

Principal industries into which the discharged men and women were re-employed are shown in the following table:-

TABLE 9. Principal Industries in which Discharged Personnel Placed
Discharges : 8th November, 1943 - 31st March, 1944.

Industry	Men				W o m e n	
	Manpower Releases		Routine Discharges			
	No.	%	No.	%	No.	%
Dairying	2,258	14.5	331	2.8	17	5.9
Other rural	5,663	36.3	1,863	15.8	30	10.4
Food factories	1,819	11.6	619	5.2	6	2.1
Other factories	2,179	13.9	2,563	21.7	31	10.8
Building and construction	421	2.7	928	7.9	4	1.4
Transport and communication	1,112	7.1	1,512	12.8	10	3.5
Commerce and finance	786	5.0	1,717	14.6	32	11.1
Other industries	1,393	8.9	2,268	19.2	158	54.8
TOTAL (a)	15,631	100.0	11,801	100.0	288	100.0

(a) Excluding persons not requiring work, and persons not definitely placed within two weeks after the end of the month in which they were discharged.

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28 TH JUNE, 1944.